

THE RELATIONSHIP BETWEEN THE BIG FIVE PERSONALITY
TRAITS AND JOB PERFORMANCE AMONG EMPLOYEES AT
JABATAN LAUT, SARAWAK.

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MAY 2018



BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)

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DECLARATION OF ORIGINAL WORK

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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.

- This project-paper is the result of my independent work and investigation, except where otherwise stated.

- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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ABSTRACT

This research was done to find out the relationship between The Big Five Personality Traits and Job Performance of employees in Jabatan Laut, Sarawak. Total population for this study was 100 and 80 sample size were used. The researcher used convenience sampling technique and distributed the questionnaires to the respondents. A pilot test was done before the questionnaires were distributed to make sure all the items are reliable. From the previous studies, four out of five of The Big Five Personality Traits have a positive relationship with Job Performance which are Conscientiousness, Agreeableness, Openness to Experience, and Extraversion. Meanwhile, Neuroticism has a negative relationship with Job Performance. Based on this study, the researcher found that Conscientiousness, Agreeableness, Neuroticism, and Extraversion has a positive relationship with Job Performance. Openness to Experience has a very low and not significant relationship with Job Performance. The finding was supported from Neubert (2004) as Openness to Experience is a personality trait that more to creativity and trying on new things but the job scope were not required the employee to try new things or else it will affect general productivity. Besides, the positive relationship between Neuroticism and Job Performance was supported by Pederson (2011). Pederson (2011) stated that Neuroticism traits such as anxiety can make people overprepare by causing them to think about all of the ways a performance event could go badly. So that, Neuroticism has a positive relationship with Job Performance. The researcher recommended that every company must conduct a personality test before hiring a new worker and delegate job based on employees' personality in order to achieve a positive job performance.

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CHAPTER 1

INTRODUCTION

Background of the Study

Personality encompasses a person's relatively stable feelings, thoughts, and behavioral patterns. According to Alsuwailem and Elnaga (2016), every one contains a unique personality that differentiates them from others, and by understanding the personality of someone, it will give us an idea on how they are probably to act and feel in different situations. Apart from that, an effective management can be achieved by knowing the personalities of every employees. These Five personality traits can represent the overview of a person who has different behaviors to complete a certain task given to them.

Conscientiousness is the tendency to show self-discipline, act dutifully, and aim for achievement. (Kunlin, Li'an, & Xinyong, 2013). It is also mentioned that, the trait shows a affection for planned instead of unplanned behavior. Apart from that, Costa & McCrae, (1992) was cited in Barrick and Mount (1991) conscientious individuals tend to be goal-directed and motivated, it has been shown that it can be related to Job Performance

Agreeableness features a very weak relationship with the Job Performance and it is not a crucial measurement of Job Performance (Barrick & Mount, 1991). Agreeableness is not strongly associated with any other criterion or occupational group aside from teamwork (Barrick, Mount & Judge, 2001). Moreover, it is